

RESOLUTION NO. RES-2017-233

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA APPROVING AMENDMENT NO. 2 TO THE CITY'S EMPLOYMENT AGREEMENT WITH CITY MANAGER TO PROVIDE, EFFECTIVE JULY 9, 2017, (1) A 3% COST OF LIVING SALARY INCREASE AND (2) A CONTRIBUTION BY THE CITY FOR THE 2017-2018 FISCAL YEAR EQUAL TO 0.25% OF BASE SALARY TO THE CITY MANAGER'S RETIREE HEALTH SAVINGS PLAN

WHEREAS, the City Manager's Employment Agreement with the City dated August 5, 2014, ("Employment Agreement") states, "The City Manager's compensation shall change by the percentage of the cost of living salary adjustment, if any, and benefits, if any, paid to City's executive management in the then current fiscal year, unless the Council fixes some different amount for the City Manager in advance of May 1, 2015; and

WHEREAS, the Employment Agreement further states "A Retiree Health Savings Plan (RHS) shall be provided as provided to other executive management employees. Participation is mandatory and requires an employee contribution equal to 0.5% of salary, an employee leave contribution of 25% of immediate past fiscal year earned but unused sick pay, and 50% of unused vacation upon separation."; and

WHEREAS, on August 30, 2016, the Council, by Resolution No. 28853, approved revised Amendment No. 1 to the Employment Agreement providing a 2.5% cost of living increase in the City Manager's salary effective July 10, 2016, and modifying from May 1, 2015 to July 1 of the then current fiscal year, the date by which Council must fix different cost of living adjustment or other benefit adjustment for the City Manager if the City Manager is not to receive the same cost of living and benefit adjustments as the City's executive management; and

WHEREAS, on September 13, 2016, the Council adopted Ordinance 4073 establishing the annual salary of the City Manager effective July 10, 2016; and

WHEREAS, on July 18, 2017, the Council approved a 3% cost of living salary increase, effective on July 9, 2017, for the City's Unit 10 – Executive Management; and

WHEREAS, also on July 18, 2017, the Council approved, a City contribution, for the 2017-2018 fiscal year, equal to 0.25% of base wage to the Retiree Health Savings Plan for the City's Unit 10 – Executive Management, and that benefit was effective on July 9, 2017.

///

///

///

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa, in accordance with the provisions set forth in the Employment Agreement for the City Manager, approves Amendment No. 2 to the City Manager's Employment Agreement, attached hereto as Exhibit A, providing, effective July 9, 2017, (1) a three percent (3%) cost of living salary increase and (2) a contribution by the City for the 2017-2018 fiscal year equal to 0.25% of the City Manager's base salary toward his Retiree Health Savings Plan.

IN COUNCIL DULY PASSED AND ADOPTED this 5th day of December, 2017.

AYES: (6) Mayor Coursey, Vice Mayor Rogers, Council Members Combs, Olivares, Sawyer, Schwedhelm

NOES: (0)

ABSENT: (1) Council Member Tibbetts

ABSTAIN: (0)

ATTEST: \_\_\_\_\_ APPROVED: \_\_\_\_\_  
Deputy City Clerk Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney

Exhibit A – Amendment No. 2 to Employment Agreement